



County of San Diego

SUSAN BRAZEAU
ACTING DIRECTOR

DEPARTMENT OF HUMAN RESOURCES
LABOR RELATIONS
1600 PACIFIC HIGHWAY, ROOM 452, SAN DIEGO, CA 92101-2463
(619) 531-5160 / FAX (619) 685-2313

March 27, 2014

Mr. Ernie Susi
San Diego County Probation Officers' Association
5663 Balboa Ave, #375
San Diego, CA 92111

Dear Mr Susi,

CONTINUATION OF PANDEMIC ADVANCED CREDIT LEAVE

The Pandemic Advanced Credit Leave agreement expires on June 30, 2014. Pursuant to the current Letter of Understanding (LOU), the program may be extended by mutual agreement of the parties.

The County is offering to extend the Pandemic Advanced Credit Leave through June 30, 2015. The terms and conditions of the Pandemic Advanced Credit Leave would remain the same. If you would like to extend the program, please sign the attached LOU and return it by **April 10, 2014** to the County of San Diego Human Resources Labor Relations Division.

If you have questions, please contact me at (619) 531-5160.

Sincerely,

A handwritten signature in black ink, appearing to read "Brad Rankin".

Brad Rankin
Interim Labor Relations Manager

Attachment: LOU



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LETTER OF UNDERSTANDING BETWEEN THE COUNTY OF SAN DIEGO AND THE SAN DIEGO COUNTY PROBATION OFFICERS' ASSOCIATION (PO UNIT)

PANDEMIC ADVANCED CREDIT LEAVE

- I. This attests to and records the agreement of the parties to the extension of the **Pandemic Advanced Credit Leave** through **June 30, 2015**.
- II. During a pandemic, as declared by the Board of Supervisors and/or Chief Administrative Officer, employees who are ill with flu like symptoms, as defined by the Centers for Disease Control, and have exhausted all leave balances, may request and shall be advanced up to 80 hours of sick leave per fiscal year. At no time shall an employee have a negative sick leave balance that exceeds the maximum of 80 hours.

The advanced sick leave credits are treated like regular sick leave and can be taken in units of 1/10 of an hour for either the employee or the care of an employee's immediate family member as defined in MOA Article 6, Section 4(c).

Advanced sick leave credits cannot be used in conjunction with Voluntary Time Off.

Once an employee returns to work and begins accruing sick leave, the credit for the new sick leave hours will reduce the negative sick leave balance before any positive hours are credited.

If an employee separates from County Service and is at a negative sick leave balance, the employee will be required to repay the sick leave from their final pay out.

This leave shall not be available to any employee currently on an approved leave of absence.

FOR THE COUNTY OF SAN DIEGO:




BRAD RANKIN
Interim Labor Relations Manager

3/27/14

Date

**FOR THE SAN DIEGO COUNTY
PROBATION OFFICERS' ASSOCIATION (PO
UNIT):**



ERNIE SUSI
President

4.3.14

Date